

FITNESS FOR DUTY

It is the policy of the Department of Game and Fish to ensure that employees are physically and psychologically fit for duty. Physical or psychological examinations or re-examinations may be required when there are job-related concerns pertaining to performance, safety, or when an employee's physical or emotional fitness for duty is questioned.

The cost of the examination(s) will be paid for by the Department. The examination(s) results will be the property of the Department and will be kept in a locked file separate from the employee's personnel file. The results of the examinations will be reviewed by the Human Resource Manager and only those persons who need to have the information in order to determine whether the employee can satisfactorily perform the essential functions of the job with or without reasonable accommodations, and whether or not the employee poses a direct threat to the health and safety of themselves or others.

Refusal to complete a requested examination will be considered insubordination and shall be cause for disciplinary action, up to and including termination.